Disneyland
LINE

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# Tokyo Disneyland Gets it All Together

# Putting Your Benefits to Work for You

There are a variety of programs The Walt Disney Company offers (medical, dental and pension plans, life insurance, and others) as part of its Group Insurance and Employee Benefit Program. Cast Members who are eligible, by virtue of their work status and classification, can find these benefits as important protection from financial hardship in the event of accident and illness.

The better you understand your benefits, the more likely it is that you will put them to work for you.

To help create a better awareness of how these programs can benefit you and your family, the *Disneyland Line* is beginning a series of articles that will focus on various aspects of our benefits package.

To kick off this communications effort, we talked to Lee Kirk, Corporate Director of Employee Benefits, about our group health coverage.

**Q.** *Lee, what exactly are the responsibilities of Corporate Employee Benefits Administration?*

**A.** We design, implement, and make planned changes to all of our employee benefits plans. We also monitor the Company's costs in providing these benefit plans to you.

Our goal is to provide benefits that are competitive with those provided by other large companies and to keep our expenses, which grow substantially each year, in line.

Our costs in providing you with an excellent health plan, life insurance, and disability insurance are substantial. In addition, the Company also makes contributions on your behalf to pension plans and social security.

**Q.** *What makes up our health plan?*

**A.** Our health plan includes medical, dental and vision coverage for you and your dependents. Medical coverage includes major medical, hospital and surgical coverage.

As has been our practice in the past, we've recently added benefits to the plan. For example, we now have an adoption benefit, we've increased your reimbursement for dental coverage and provisions for hospice care were added. We were also able to negotiate a reduction in your costs for the optional long-term disability plan.

In weeks to come, we'll be discussing each of these in further detail.

**Q.** *How much medical coverage do I have?*

**A.** Our plan is not intended to provide you with 100 percent coverage. Rather, it protects you against catastrophic costs and requires you to share in some of the initial cost. That's why we have a deductible and co-payment provision.

The deductible does not apply to all services or supplies. It applies only to those expenses which are somewhat routine and controllable, such as prescriptions or regular office visits.

Although you share in some of the expense when you use your health plan, you are offered additional protection with the annual Stop Loss Limit. This means that the maximum you or your family would have to pay in any calendar year is $1,500, which includes your deductible and co-payments. At that point, Disney will then pay 100 percent of most reasonable and customary expenses covered by the plan with a lifetime maximum benefit of $1 million.

The amount we pay for these reasonable and customary charges has been periodically increased over the years. Let's take a look at a couple of routine procedures and compare what Disney paid for physician fees in 1979 versus 1986. Seven years ago, the Company reimbursed $800, on the average, for an appendectomy. By 1986, that figure had risen to $1,310, representing a 64 percent increase. We paid $850 for physician charges for delivering a baby in 1979. In 1986, that figure had grown 111 percent to $1,800.

Disneyland Cast Members also have the option to enroll with Kaiser or Health Plan of America rather than to accept the Disney plan. These organizations provide excellent health

care and do not require an employee deductible or contribution.

**Q.** *Does Disney buy insurance to cover our medical expenses?*

**A.** No. Disney's health plan is self-funded and self-administered. The Walt Disney Company pays each benefit directly and a staff of Disney employees is responsible for administrating and processing claims. In 1986, the Company spent an average of $1,683 per covered employee — including administrative costs — an 80 percent increase since 1981. One of our challenges in recent years has been, "What can we do to control our escalating medical costs?" In spite of the cost containment changes made in recent years, such as the Hospital Pre-Certification and Second Surgical Opinion programs, costs continue to increase. The most important thing to understand is that we all need to work together to hold down costs. We can do this in many different ways. For example, the hospital emergency room should not be used for minor ailments such as sore throats or colds. Instead, you should go to your own physician or an emergency walk-in clinic. The hospital emergency room is the most expensive form of health care and drives costs up dramatically.

**Q.** *How do Disney's benefits compare to those offered by other companies?*

**A.** As I mentioned earlier, we compare the benefits and costs of our health plan with other major companies. In recent years, nearly all major corporations and most union trust funds who administer health benefits for their members have introduced cost containment measures to their medical plans. In comparing Disney's plan to other companies', you should realize that Disney requires no employee contribution for employee coverage. However, more than 50 percent of all other major companies require an employee contribution.

If you have dependents, you know that we do not require an employee contribution for dependent coverage, but, 77 percent of other companies do require contributions for dependent coverage.

Also, Disney reimburses employees 90 percent of most reasonable and customary medical charges. Seventy-four percent of major companies cover hospital expenses at less than 90 percent. Eighty-seven percent of other major companies cover non-hospital expenses at less than 90 percent.

**Q.** *Is there anything else our Cast Members should know about our health plans?*

**A.** In 1986, we spent a total of $41 million on medical benefits for our Cast Members. The recent changes in the deductible and out-of-pocket expenses will not reduce our overall medical costs for 1987. We hope they will slow the rate of increase we continue to experience as a result of current medical cost inflation.

Our Cast Members' health care plan continues to be among the finest in our industry. And we will continue our efforts to provide a high level of health benefits at an acceptable cost to the Company while keeping out-of-pocket costs to our Cast Members as low as is practical. In the near future we will be sending out new Summary Plan Description booklets that will fully describe the plan. However, if you have any questions about your benefits, I want to encourage you to feel free to call your Group Insurance office at extension 4560.

## On The Cover

On April 15, Tokyo Disneyland celebrated its Fourth Anniversary. One of the special gifts they received was a "puzzle card" from fellow Cast Members here at Disneyland.

The card was presented at a festive Anniversary Reception. After the reception, the Tokyo Disneyland Ambassador and her fellow Cast Members solved the puzzle to divulge Mickey and Minnie, signatures from our Disneyland Cast, and the greeting:

TO THE TOKYO DISNEYLAND CAST
CONGRATULATIONS ON YOUR FOURTH ANNIVERSARY
FROM YOUR FELLOW CAST MEMBERS
AT DISNEYLAND

In the picture in the lower right corner of the cover, from left, are:

Maki Honda, Foods; Hiromo Ono, Custodial; Masakazu Kanehara, Operations; Hiromi Koizumi, Security; Masami Otsuka, Merchandise; and Setsuko Furuyama, Ambassador.

The completed puzzle will remain on display at Tokyo's Cast Activities Center.

# Health Line

## Nutrition and Weight Control

Since the '60s when Twiggy became the rage, thin has been in. Then came the fad diets and shortcuts to losing weight. In more recent years the need to lose weight has been coupled with getting in shape. In short, it took a long time for people to realize that while being thin is attractive, when done sensibly, it's also healthy!

One very serious setback is that high blood pressure is associated with weight gain — as people gain weight, their blood pressure tends to rise — and as people lose weight, their blood pressure will often go down. A general word of advice is to remove as much fat from your diet as possible; a low-fat diet is recommended to reduce the risk of heart disease as well as certain kinds of cancer.

Here we've gathered some helpful hints for maintaining a sensible diet to help you achieve your weight loss goals with ease and yet without robbing you of many of your favorite foods. Even if weight loss is not a concern for you, these hints can help you lower your fat intake — which can lower your cholesterol level to combat the possibility of heart disease.

- If you substitute skim or low-fat milk for whole milk, not only will your fat intake go down, but your calories are cut back by 44%.
- Substitute ground turkey for part of the ground beef in dishes such as meat loaf or chili.
- When you prepare meat, try broiling it on a rack so the fat drips off.
- When you choose turkey, chicken or duck, skip the skin — nearly half the fat in poultry is in the skin.
- Be picky when you choose your cooking oil; vegetable oils tend to be polyunsaturated, which help lower blood cholesterol levels. (Avoid coconut and palm oils, which are highly saturated with fat.)
- Although it seems contradictory, eating oily fish is good for you; fish oils contain omega-3 fatty acids which are actually more effective in combating high blood cholesterol levels than polyunsaturated oils.
- Next time you eat pasta, try it without the meat; one cup of cooked pasta contains more protein than an egg and is just as economical.
- While nuts are a high source of calories, they are also a high source of protein and the fat found in nuts is unsaturated — only animal products contain cholesterol.
- If you're concerned about retaining valuable vitamins and minerals while cooking, the microwave, surprisingly, is the least destructive.
- If you're looking to stay in shape while maintaining a healthy diet, try upping the level of complex carbohydrates to help improve your performance in athletics (carbohydrates tend to be lower in calories as well.)

Look for the next HealthLine article in the *Line* for a nutrition pop quiz for more helpful tips on eating to create a healthier you!

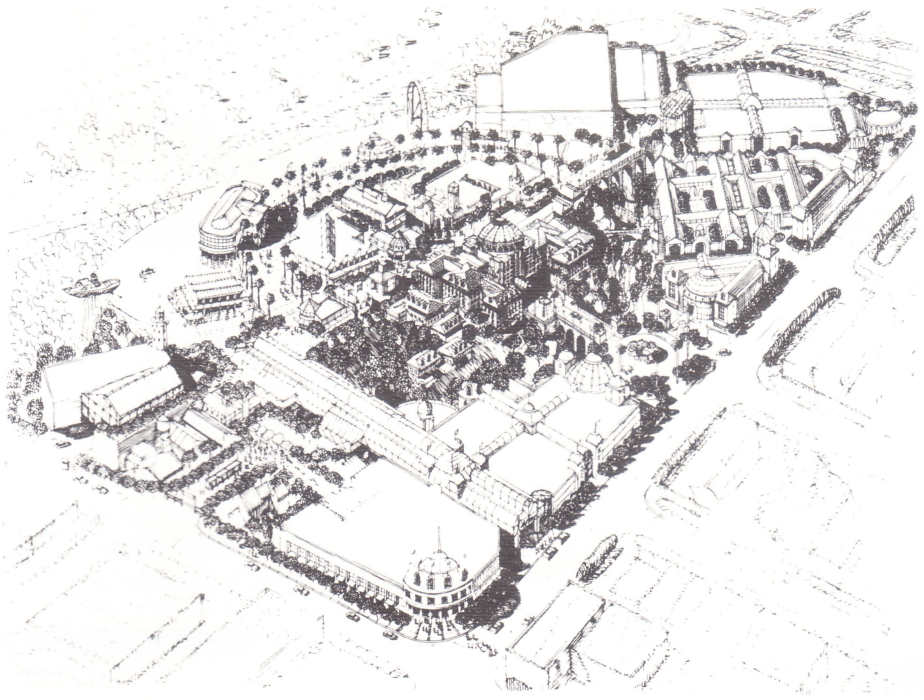
To help you begin your weight loss program, the Center welcomes these representatives from respected weight loss programs so you can find the program best suited for you. The representatives will be available from 9:00 a.m. to 5:00 p.m. in front of the Center on the following dates:

**Weight Watchers**
Wednesday, May 27

**NutriSystems**
(with samples)
Thursday, May 28

**Diet Center**
Friday, May 29

# Studio Backlot Announced



*Still in the conceptual stage, the Disney-MGM Studio Backlot will feature attractions, entertainment, shopping and dining.*

The Walt Disney Company recently received unanimous approval from the Burbank City Council to start development of "The Disney-MGM Studio Backlot" on a 40-acre site. Disney won approval following a presentation which described the project as a unique backstage studio attraction and entertainment marketplace built around the lure and magic of the movies.

"Entertainment will be our magnet," Michael Eisner said. "The behind-the-scenes Hollywood themes, street performers, live theater, Disney animation tours and operating radio and TV media centers will create an entertainment attraction and shopping and dining experience unlike anything else in the country." The development will also serve as an actual shooting location for network television, animated theatrical features, commercials, and other filmed entertainment.

"We are really excited about the attractions we can create based on Disney and MGM Studio themes," Michael said. "We are already developing ideas for special effects-thrill rides utilizing the simulator technology we created for Star Tours at Disneyland and night clubs using our 'ghost' techniques from the Haunted Mansion." A special highlight will be the new ride attraction being created for the Disney-MGM Studio Tour at Walt Disney World. Called Great Moments at the Movies, it is the "quintessential Disney adventure ride, totally based on the magic of Hollywood and the movies," Michael said.

Under an agreement with MGM/UA Entertainment Co., Disney has obtained rights in Burbank, as in Florida, to the MGM name and the famed Leo the Lion logo as well as MGM motion picture and television titles, excerpts, music, costumes, sets, artwork and props. Tours of Disney's animation studios will enable visitors to see the animators at work creating new Disney characters for motion pictures. Television, comedy and game shows being produced for network TV and The Disney Channel, and radio shows broadcast from the Backlot will also be viewed by the public.

One third of the development's space will be devoted to retail shopping set in and around the themes of the Backlot, creating the first entertainment marketplace. Shopping will range from traditional and contemporary stores to exotic specialty shops and street bazaars.

Other concepts proposed for the Backlot include Pier California, a beachfront boardwalk, and California Canyon, a sycamore grove with streams, both evoking memories of a Southern California more leisurely than today's. They will feature themed retail shopping, restaurants and night clubs. Other entertainment will include a 10-screen movie theater, ice and roller skating, an audience participation video theater, and music and dancing in themed club atmospheres.

"This project will not be a second Disneyland in Southern California," Michael emphasized. "Instead, it will be a new-generation Disney attraction. We think the Disney-MGM Studio Backlot will create a unique experience — the entertainment marketplace of the 1990s."

# Park News

## Bloodmobile

As summer rapidly approaches, it signals the Disneyland Summer Blood Drive. The Bloodmobile will be at Disneyland from June 22 to July 2. We invite you to donate the best gift of all — the gift of life.

## On the Move

With the completion of the first phase of new offices at the Alicante Princess Hotel, some of the Park's divisions will move to the new site. On May 23, Disneyland International will be moving into their new location (and by doing so, will allow work to begin on the Art Gallery above Pirates of the Caribbean). Purchasing (except Food Purchasing) will move the following week, on May 30. Other divisions will relocate during the summer.

## DISNEYLAND COMMUNITY ACTION TEAM

**Special Olympics Gymnastics**
The Special Olympics Gymnastic State Finals is seeking volunteers to help run scores and assist the coaches on June 20 and 21. The event will be held from 8:00 a.m. to 4:00 p.m. on both days at UCLA's Pauley Pavilion. It includes lunch. The finals will be televised and will feature many celebrities. While volunteers are needed for both days, volunteers on either day would also be greatly appreciated. In addition to volunteers, we are also seeking a project leader to head up the event.

**United Cerebral Palsy's Third Annual Bastille Day 8k Run**
On Sunday morning, July 12, volunteers are needed to help man the drink station for the runners. The run will take place in Newport Beach and promises to be a lot of fun — all you have to do is pass drinks to the runners as they go by.

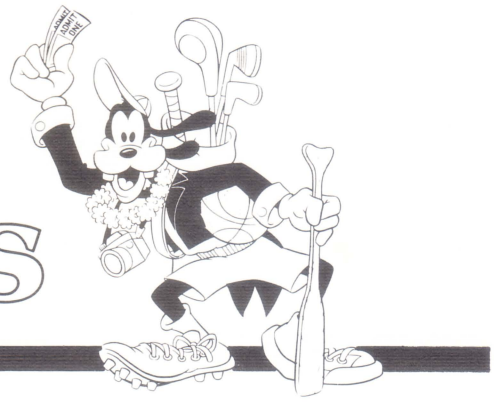
If you would like more information or to sign up for any of these events, drop by the Center or call extension 4072.

## 24K Golden Ears

After nearly 26 years of service as a Truck Driver and Truck Driver Foreman, **Benny White** will retire next Tuesday, May 26. Starting to work for the Park just six years after Disneyland's opening, Benny's raised three daughters while working here. "It's been a very good place to work," he remarks. Benny and his wife look forward to going to Oregon to visit his wife's relatives and to "just get away from everybody."

After over 20 years of service in the Paint Shop, **Tom Echavarria** will retire next Thursday, May 28. He looks forward to pursuing some favorite hobbies after he retires, including fixing up his house and doing a lot of gardening. He also plans to work on his wood carvings. "I make small furniture and instruments like guitars." He and his wife also love camping and next year plan to take their camper to Oregon and Washington.

# Cast Activities



## Pin Sets

There is still available a limited number of pin sets which were designed by Coca-Cola to commemorate Walt Disney World's 15th anniversary. The set, which features Walt Disney characters in 60 different pins, is on sale now for $87.00 (including tax) while supply lasts. Get yours in the Center before they're all gone!

## Getaways

If you haven't made vacation plans for this year yet, why not check out Hawaii in July or Africa in September? Both trips feature great benefits at a low cost. For more information, contact Kathryn of Walt Disney Travel Company at (714) 520-5010.

## Canoe Cluster

If you're interested in getting a canoe team together, Summer Canoe Races are just around the corner, so make plans to come to the informational meeting on Tuesday, May 26, at 6:30 p.m. in the University. If you're interested in becoming an official, you can still sign up in the Center.

## Calgary Olympics

If you thought seeing the Olympics this winter in Calgary, Canada, would be an impossible feat, an affordable chance has come your way, thanks to the Walt Disney Travel Company and Cast Activities. The trip is scheduled for February 12-18, 1988, and includes some fantastic features: round-trip air fare; six days' accommodations in Calgary or Banff, Canada; Opening Ceremony ticket (subject to availability); five event tickets from a selection of Ice Hockey, Figure Skating, Ski Jump, Alpine and Nordic Skiing, Bobsled, and Speed Skating; an a la carte breakfast daily; transfer between airport and hotel; transportation to and from the Olympic events; a Walt Disney Travel Representative at your service throughout your stay; and all applicable taxes.

The cost for single occupancy is $2,094 and $1,598 for double occupancy. Please note, however, that these costs reflect current air fare and ground transportation rates — final costs may vary depending on any changes in these rates. For more information on this exciting trip, call Kathryn at the Travel Company at (714) 520-5010.

## Magic Mountain

Cast Activities will have tickets available to Cast Members who wish to go to Magic Mountain. Tickets, which are just $8.95 for adults and $7.95 for those 4 feet and under, will go on sale Monday, June 1, and are good June 20-28.

## Angels vs. Royals

Why not enjoy the good old-fashioned fun an Angel's Game can offer? The Halos host the Kansas City Royals on Sunday, June 21, and tickets are on sale now for just $5.00.

## Minnie T-Shirts

Even if you weren't able to get in on the fun of the Minnie Marathon, you can still get one of the special T-shirts at the Center for just $7.00. There is only a limited amount left, so take advantage before they're all gone!

## Cabaret

"Come to the Cabaret, ol' chum," on Wednesday, August 5, when *Cabaret* plays at the Orange County Performing Arts Center. The show will star Joel Gray, who played in the movie version with Liza Minnelli. Tickets are just $30.00 each and will be available on Wednesday, June 3. Make plans now to enjoy this special treat!

## Skyfest

In appreciation to all those who volunteered countless hours towards the success of Skyfest on December 5, 1985, an 8"x10" glossy of the release of over one million balloons is available to you now in the Center. Please remember, this valuable commemoration is only available to those Cast Members on the list who volunteered for the success of this event.

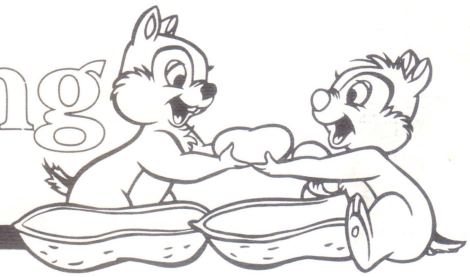
## Ticket Center

**Beach Boys** - August 14
Universal Amphitheatre $18.50
On sale June 11

**Jazz Nite** - August 19
Hollywood Bowl $12.75
On sale now

**Beastie Boys/Run D.M.C.** - June 20
Pacific Amphitheatre $20.35
On sale now

# Wheeling & Dealing



## Vehicles

'81 Buick Electra Limited, fully loaded, lthr int, am/fm cass, stereo, full vinyl roof, a/c, new tires, battery, $3,195/obo. Call (714) 998-5391.

'69 912 Porsche, xlnt cond, no rust, dk blue, $8,500/obo. Call (714) 758-1820, lv mesg.

'86 Ram 50, xlnt cond, fully loaded, a/c, 4-way stereo, 5/50 warranty, 8k, custom shell, extras, $8,500/obo. Call (714) 774-1403.

'83 Mazda 626, Toronado silver, 4-dr, 5-sp, a/c, am/fm, lks and drives like new, $5,399/obo. Call (714) 968-4830.

'76 VW Bug, yellow, reblt eng, new tires, sunroof, xlnt cond, $2,850/obo. Call (213) 947-5760.

'79 Datsun 510 sedan, gd cond. Call (714) 947-4460 eves.

'81 Yamaha Virago 750, header, rack, back rest, 2,460 orig mi, $1,500/obo. Call (714) 534-8299 or (714) 534-5216.

'84 Subaru Brat 4x4, t-top, 45k, gd cond, $3,000 and take over 1-yr payments/obo. Call (714) 961-1153.

'69 MGB-GT, gd cond, 2nd owner, am/fm cass stereo, all orig, $1,500/obo. Call (714) 526-1316.

'84 Camaro Z-28, H.O. V8, t-top, all pwr, 4-whl, disc brks, louvers, many extras. Call (714) 526-8256 or (213) 865-1510.

'84 Dodge Colt, great cond, runs great, very dependable, 4-sp, am/fm stereo, liftback, $2,900. Call (714) 673-0923.

'85 Buick Riviera, grey metallic, perfect cond, lo mi, 50k warranty incl, $14,500. Call (714) 784-3030 or (714) 689-3333.

'80 Peugot moped, sport model, locking gas cap, registered, fair cond, and running, no reasonable offer refused. Call (714) 892-5762.

'77 Chevy Camaro LT, 305 V-8, auto, navy, p/s, p/b, p/w, p/lks, a/c, new tires, $1,495/obo. Call (714) 432-9774.

'75 Toyota Corolla, a/c, dependable, like new, $2,000. Call (818) 767-0470.

'68 VW Squareback, new eng, transaxle, paint, body and int in gd shape, stereo/cass, $1,600. Call (714) 666-1793.

'82 Honda Civic, low mi, xlnt cond, $2,500. Call (213) 434-5118.

## Housing

Roommate needed to share nice Placentia condo, female, non-smoker, $325/mo + util. Call (714) 993-1109.

Furn bdrm in priv home in Garden Grove, 15 min from Park, washer/dryer, microwave, kitchen priv, $300/mo, avail immed. Call (714) 892-4323.

Year-round or vacation home for sale, view of Lake Pend O'Reille, Bayview, Idaho, $50,000, photos avail. Call (714) 630-5047.

Roommate wanted: male, non-smoker, 5 min from Park, 2-bdrm, 2-ba, $347/mo + util. Call (714) 635-8578.

Roommate wanted to share 3-bdrm Sunny Hills home w/hot tub, $350. Call (714) 879-9798 eves, lv mesg.

Roommate wanted to share 2-bdrm, 1-ba apt w/yard and locked storage, near St. College and Orangethorpe, $285 + util. Call (714) 666-1793.

Rent Mammoth condo, enjoy sunning, hiking, fishing, tri-level, sleeps 8, furnished, pool, Jacuzzi, etc. Call (714) 998-9319 or (213) 472-1948.

Waikiki Beach condo for rent, sleeps 6, April-November, $700/wk. Call (305) 290-5794.

3-bdrm, 2-ba apt for rent, f/p, 2-car gar, 4 blks from beach, new carpet, paint, $1,000/mo. Call (213) 424-0328.

## Etc.

'87 Honda Accord LXi 13-in alloy wheels, all 4 for $150. Call (714) 220-2529.

Perego twin stroller, $200; 2 Graco playpens, $30 ea; Graco highchair, $25; 2 Century toddler carseats, $15. Call (714) 997-4399.

"Record-a-call" answering machine model 560, $35. Call (818) 961-1583.

Pet carriers, made of durable plastic material, fully carpeted, great for travel and visits to the vet, $35. Call (714) 579-0761.

Citation stamp album, world's largest capacity, never used, brand new, $50. Call (714) 521-4369.

Getzen piccolo trumpet, 4 valves w/A and B flat slide, like new, $350. Call (213) 426-4976.

Stereo, 2-yrs old, hardly used, still in orig boxes, Nikko amp, tuner, cass deck, Technics turntable, pd $1,400, sell at $500. Call (714) 529-0202.

Queen-sz sleeper sofa, xlnt cond, $225. Call (213) 434-5118.

Free: one gray female kitten. Call (714) 993-9855 after 5 p.m.

Basset girls' 3-drawer dresser w/mirror, white, gd cond, $75. Call (714) 526-1190.

IBM/MS-DOS 10-meg of public domain, programs and growing, open to all, PC exchange. Call (714) 956-5468 data line.

King-size waterbed incls bedding and heater, $200. Call (213) 633-7004 eves.

Full-size slateen pool table w/all accessories and ping-pong top, great shape. Call (714) 774-1403.

Dalmatians, AKC, pet, show, obedience, ch sire/ch dam, loving, responsible homes required, price negotiable. Call (714) 836-0876.

Dual Solex Kadron carbs, complete w/manifolds, linkage and air cleaners, fits dual post type I and II motors; polished 4-spoke leather steering wheel w/adapter and horn button, best offer. Call (714) 892-5762.

4 VW rims on mounted tires, for late model, 4-bolt w/hubcaps and beauty rings, balanced, $50/obo. Cal (714) 892-5762.

AKC German shepherd puppies and AKC golden retriever mix. Call (818) 767-0470 or (818) 767-5719.

Free to very good home: Siamese cat, male, 6-mos old, affectionate. Call (714) 542-2922 or (714) 635-6746.

GM refrigerator, $100; solid oak table w/leaf and 4 chairs, $150; cedar chest, xlnt cond, $50. Call (714) 776-7788.

King-sz waterbed w/8 drawers and 4 cabinets, $125/obo. Call (213) 439-9593.

Disneyland LINE

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